



Senversa
Sustainability
Report
FY2024

CONTENTS

Acknowledgement of Country	4
CEO Message	5
1.0 Introduction	6
1.1 Our vision and values	7
1.2 The Senversa way	8
1.3 Our sectors and services	9
1.4 Our ESG journey	13
1.5 About this report	14
2.0 People	16
2.1 Diversity and inclusion	17
2.2 Health and safety	19
2.3 Staff wellbeing	20
2.4 Indigenous Reconciliation	21
2.5 Community	23
3.0 Planet	26
3.1 Carbon neutral commitments	27
3.2 Our greenhouse gas emissions	29
3.3 Climate risk and opportunity assessment	31
3.4 Future environmental commitments	34
3.5 Environmental management	35
4.0 Governance	36
4.1 Ownership and structure	37
4.2 Board and corporate governance	37
4.3 Governance framework	39
4.4 Digital governance and transformation	41
5.0 Looking ahead	42

Applicable reporting period 01 July 2023 to 30 June 2024





ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the land on which we conduct our work.

We honour their deep connection to the land, water, and environment, and we pay our respects to their Elders past and present.

- Melbourne: The Wurundjeri people of the Kulin Nation
- Sydney: The Gadigal people of the Eora Nation
- Adelaide: The Kaurna people of the Adelaide Plains
- Perth: Whadjuk Noongar people of the Nyoongar Nation
- Brisbane: The Turrbal people of the Mianjin/Meanjin/Meeanjin Nation
- Newcastle: the Awabakal and Worimi people of the Awabakal land

CEO MESSAGE



On behalf of our team, I'm proud to share our progress on our sustainability journey.

At the core of Senversa is our purpose – one which centres around the concept of making a positive difference – be it to the day to day lives of our employees, our clients, our stakeholders, the community, or the environment.

Our people are at the heart of everything we do. In FY2024 we welcomed over forty new staff into our family, including ten talented graduates, and recognised 31 well-deserved internal promotions. Our shareholding base reached beyond 100 motivated employees, a majority of which are women. We significantly invested in training and development initiatives, including advancing our new professionals 'LaunchPad' program. Strengthening our leadership team, we appointed Bridget Mainland as our new Chief Operating Officer. We formalised our Psychological Health and Wellbeing Policy, and rolled out a large number of digital and technology initiatives that not only support enhanced services to our clients, but also support our workplace culture and the safety and wellbeing of our staff.

Our community impact extended through our Not for Profit (NFP) committee work – restoring underwater forests and protecting endangered species, as well as our continued involvement in the Mt Rose project, where we've helped plant 180,000 native trees. Throughout these initiatives, our people have been at the centre of identifying initiatives, developing the work and delivering outcomes. It's been personally rewarding to complete the actions in our first Reflect Reconciliation Action Plan (RAP) and partner with Aboriginal artist Bayley Mifsud for our Indigenous artwork which has unified our premises around Australia in a new way.

On the environmental front, we conducted a comprehensive Climate Risk Assessment for FY2024, ahead of mandatory disclosures, identifying both physical risks and transition risks associated with the shift toward a low carbon economy. This helps us plan for the impacts we will likely see under a warming world, and also identifies the many opportunities that the transition to a low carbon future poses for Senversa as a business.

FY2024 saw us continue to pursue lower carbon options for our travel, procurement, and business operations. Our most recent greenhouse gas inventory (CY2023) shows that, while our emissions intensity dropped, our absolute emissions increased. In light of our net zero target, this highlights the challenge of minimising impacts of growth whilst taking on more projects. As environmental consultancy professionals, we truly recognise both our responsibility and unique position to support clients in navigating complex climate-related challenges.

We are especially proud of our continued role in delivering numerous projects that support sustainable development, facilitate energy transition, and enhance environmental outcomes. Our partnerships with clients have deepened in FY2024, as we have significantly increased our activities related to supporting our clients in their sustainability reporting. The driver for this is not only to ensure compliance with the emerging Australian sustainability and climate disclosure regulations, but also to assist in capturing and recognising the unique cultures of the organisations we work with.

We take pride in leading a forward-looking organisation that actively supports sustainability action both internally and with our clients. On behalf of the entire Senversa team – we extend our sincere appreciation to all who contribute to advancing our sustainability objectives and supporting our vision of having a positive impact on our employees, clients, stakeholders, society and the environment.

Sincerely,

Michael Charge
CEO



Introduction

1.1 OUR VISION AND VALUES

Senversa was formed in 2009 by a group of committed professionals with a vision to create a company with a unique and inclusive culture, structured around employee-ownership, that would attract and retain professionals of the highest quality.

Our vision is to be “**The most fulfilling workplace for quality environmental, sustainability and engineering professionals to make a positive impact**”.

That vision is brought to reality through our values, which are central to our operations and culture and have been consistent since the beginning of our corporate life. These values are broadly grouped into six core pillars:



High quality consulting services and solutions – this includes the spectrum of consulting aspects and highlights the specific features of the market we seek to compete and thrive in.



Interesting and challenging work – our business strategy is aligned with attracting stimulating and inspiring work, collaborating with clients that value us.



Employee ownership – engaged and committed staff invested in and benefiting from business success. This is supported by transparent management with opportunities for staff to have meaningful input into direction of the company.



Staff centricity – our vision of being the most fulfilling workplace for quality professionals will always be foremost in our planning and actions.



Teaming – we work inclusively and collectively as teams, colleagues and one company in a collaborative environment for the benefit of our people, our clients and our industry partners.



Role modelling – we act as a role model for other businesses by emulating business behaviours such as acting in good faith, acting honestly, acting with integrity and prioritising environment, social and governance (ESG) considerations.

As part of our ongoing strategy, we intend to actively foster and develop a culture and values that describe, extend, reflect, and apply these elements.

1.2 THE SENVERSA WAY

Starting with a handful of staff in 2009, we ended FY2024 with a team of 170 people based across all Australian mainland states. As a company 100% owned by its employees, our professionals are fully committed to our future. Our sense of shared purpose sets us apart, not only within our unique workplace, but with our clients and projects too.

Senversa celebrates a workplace environment defined by a strong cohesiveness and a shared commitment to the success and future of the company. Senversa’s philosophy is that all employees should have the opportunity to be a shareholder in the firm through long-term ownership.

OUR LOCATIONS



As of 30 June 2024, approximately

60%

of staff were owners of the firm

giving them a unique say in the direction of the company.

Our commitment to broad, long-term employee ownership is formalised in our Purpose of the Firm and Shareholder Eligibility policies.

The key premise of Senversa’s growth has been twofold – to create high levels of staff satisfaction and engagement and to focus on client relationships and delivery. Whilst Senversa has succeeded in consistent sustainable growth over the past decade, most importantly we have stayed true to our original vision, culture and values.

Senversa verifies this commitment through ongoing certification as a B Corporation and joins a group of businesses that meet the highest standards of verified social and environmental performance, public transparency, and accountability to balance profit and purpose. Read more about our B Corp certification [here](#).

1.3 OUR SECTORS AND SERVICES

Senversa employs professionals from a broad range of disciplines, including environmental scientists, geologists, hydrogeologists, civil engineers, chemists, data scientists, environmental managers, project managers, remediation and civil technicians, lawyers, design drafters, geospatial professionals, and business support staff.

With our highly qualified team, we can provide advice across a full spectrum of environmental, sustainability and engineering services, as well as forming multi-disciplinary teams to deliver focussed solutions for our clients.

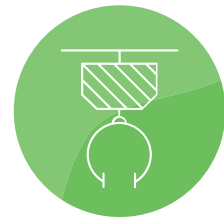
OUR KEY INDUSTRY SECTORS



Energy



Government



Industrial and manufacturing



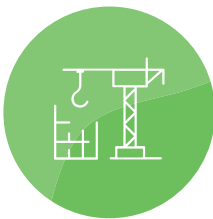
Legal, financial and insurance



Linear infrastructure and major projects



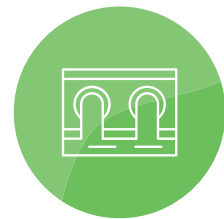
Mining and resources



Property and construction



Transport logistics and communications



Waste and water

OUR CORE SERVICES



Environmental management and approvals



Contaminated land and remediation (including PFAS)



Environmental auditing



Due diligence



Expert and legal support



Hydrogeology



Human health and ecological risk assessment



Civil and environmental engineering



Digital products and services



ESG and sustainability



Risk communication and engagement

SUPPORTING THE SUSTAINABLE TRANSFORMATION

The work we do at Senvorsa supports Australia's transition to a low carbon future through innovative and sustainable solutions. As regulations change, our clients need to be agile in their planning, as their assets and operations face greater risks due to climate change or reach the end of their useful life and require decommissioning.

Our commitment to the green transformation is evident in our diverse range of projects. We are actively addressing these challenges by providing expertise in the decommissioning and remediation of power stations, which not only reduces greenhouse gas emissions but also rehabilitates contaminated sites for future use.

We use emerging technologies such as artificial intelligence (AI) and machine learning to manage environmental risks effectively and ensure the sustainability of our projects. For example, we are using AI in the sphere of remote sensing to cut down on project time and cost. We are aware of the challenges as well as the opportunities that AI brings, including the demand on energy from AI models. We are actively monitoring this area so that we can use AI in a professional and environmentally responsible way.

Additionally, many of our projects focus on urban renewal, and help to create vibrant, liveable spaces that prioritise environmental sustainability, social inclusion, and economic resilience. Through these efforts, we are proud to contribute to a greener, more sustainable future for Australia.



2024 PROJECT HIGHLIGHTS

AGL LIDELL POWER STATION

Senversa is currently undertaking a contaminated site audit for the Liddell Power Station, which is being decommissioned and remediated by AGL Macquarie Pty Ltd. The audit involves reviewing existing information, identifying and addressing data gaps, approving remedial plans and validation reports, and providing a site audit report and statement. The audit is still in progress and Senversa is working closely with AGL and other stakeholders to ensure a timely and satisfactory completion of the project.

MANAGING MINE WASTE USING MACHINE LEARNING

Senversa collaborated with the Environment Protection Authority Victoria (EPA) to develop a spatial prediction layer for mine waste occurrence across former gold mining regions in Victoria. By leveraging machine learning and satellite imagery, the project aimed to reduce extensive fieldwork, cutting down on time, costs, and environmental impacts associated with travel. The project resulted in a spatial layer identifying potential mine waste locations, reduced field visits, substantial cost savings, and improved data accuracy, enhancing EPA's capacity to manage environmental risks and setting a precedent for using remote sensing and machine learning in environmental management.

CLIMATE CHANGE RISK AND TRANSITION OPPORTUNITIES ASSESSMENT

Senversa conducted a Climate Change Risk Assessment for VicTrack, the custodial owner of Victoria's rail land, buildings and infrastructure. The project aimed to identify and evaluate climate risks to critical infrastructure, develop adaptation strategies, and understand the risks and opportunities in the transition to a net zero carbon future. Through Senversa's climate risk and opportunities methodology, the project provided information to support enhanced climate resilience, improved risk management, increased stakeholder engagement, and identification of strategic opportunities across the business.

SUSTAINABILITY REPORTING AND GREENHOUSE GAS ASSESSMENT

Senversa assisted Pitcher Partners Melbourne, a major financial auditing and business advisory firm, with developing its first Sustainability Report. The project aimed to document and enhance the client's practices across environmental, social, and governance (ESG) dimensions. Key activities included supporting Pitcher Partners to think through their strategic approach to sustainability reporting, showcase their leadership in light of incoming regulation for climate change under the Australian Accounting Standards Board (AASB), and guiding them to both report on sustainability and provide a greenhouse gas assessment for the first time.

1.4 OUR ESG JOURNEY

Certified



Corporation

B CORPORATION

B Corps are part of a global culture shift to build a more inclusive and sustainable economy and redefine perceptions around what constitutes ‘success’ in business.

Through our B Corp certification, we assess our impact in five key areas – governance, workers, community, environment and customers. In our most recent B Impact assessment in January 2023, Senversa earned an overall score of 120.1, well above the minimum score required for B Corp certification.

Our greatest impact has historically been in the workers category, which evaluates a company’s contributions to its employees’ financial security, health and safety, wellness, career development, and engagement and satisfaction.

More recently, our greatest score improvements have been in the governance and customers categories, as a result of changes to company policies to incorporate social and sustainability commitments. Our most recent score in the environment category indicates a decrease in 2023; however, this is primarily due to changes to the B Corp criteria and points system. We are looking forward to seeing the new impact assessment standards that have been developed by B Corp and are to be released in 2025.



CARBON NEUTRAL

Senversa has calculated its scope 1, 2 and limited scope 3 emissions since 2013, and has offset residual emissions by purchasing accredited carbon offsets. From 2013 to 2020 Senversa’s Carbon Neutrality was certified by the Carbon Neutral Company (with limited Scope 3 coverage between 2013-2020). From 2021, Senversa has been certified carbon neutral as both an Organisation and for our Services with Climate Active. Since then, we have continued to refine our emissions reporting practices. Details of our most recent greenhouse gas emissions inventory can be found in Section 3.0.

1.5 ABOUT THIS REPORT

Our 2024 Sustainability Report highlights our ESG efforts and achievements for the financial year (1 July 2023 to 30 June 2024). In some cases, we report information on a calendar year basis (e.g., our Climate Active certification) for consistency.

Following our first Sustainability Report in 2023, this year's report continues to assess our ESG progress, helping us understand our impact and identify ways to become more sustainable. It has been prepared with reference to the new Australian Accounting Standards Board (AASB) sustainability reporting standards.¹

Although Senversa is not yet required by law to publicly report on its climate-related financial disclosures, many of our clients are, so we are proactively preparing for future requirements and also supporting our clients on this journey. A significant highlight in this report is our detailed climate risk and opportunities assessment in Section 3.0.

We've committed to this journey because we believe it's important and we recognise our role in supporting others to transition towards a sustainable future. Our clients, our people, and our community expect this from us.

¹ Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Act 2024.







People

Professionals of the highest quality are attracted to Senversa's unique workplace. We celebrate a workplace environment defined by a strong cohesiveness and a shared commitment to the success and future of the company. Senversa's philosophy is that all employees should have the opportunity to be a stakeholder in the firm through long-term ownership. Our professionals are appreciated and rewarded for their contributions and we are very conscious of the benefits of a work-life balance for all employees.



2.1 DIVERSITY AND INCLUSION

At Senversa, we champion the importance of an inclusive and diverse workforce. We believe this is crucial to our success, fostering creativity in our thinking, our client solutions, and aligning with our vision and values.

Our core principles drive our daily activities, making inclusion and diversity a business imperative. We strive to create a safe, respectful, and inclusive workplace where our people can thrive.

To do this, we:

- Promote and encourage a diverse and inclusive workforce, striving for a sense of belonging for all of our staff.
- Attract and retain staff, including management, whose composition reflects a diversity of backgrounds, knowledge, experience and abilities.
- Continue monitoring critical processes such as recruitment and selection, promotion and development to evaluate opportunities for continuous improvement in areas of diversity and inclusion.
- Foster an environment of mutual learning, respect, dignity, openness to others and an appreciation of differences and other perspectives.
- Commit to a dedicated DEI committee with focus areas informed through annual staff surveys, management and business priorities.
- Seek to ensure that the composition of committees will reflect a diversity of backgrounds, knowledge, experience and abilities.
- Review, monitor, and ensure that business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.
- Maintain or increase Board of Director diversity.
- Encourage our stakeholders, suppliers and contractors to embrace inclusion and diversity through our dealings with them.

These commitments are formalised in our **Diversity and Inclusion Policy** and supported by our **Diversity, Equity and Inclusion (DEI) Committee**. Additionally, we offer a range of employee benefits, including flexible working arrangements, health and wellbeing programs, and professional development opportunities, to support our employees' overall wellbeing and career growth.

During FY2024, we have maintained our membership of the Diversity Council of Australia and independently been assessed and recognised by DCA as an Inclusive Workplace. We provided detailed annual reporting to the Workplace Gender Equality Agency (WGEA), with the data made public for the first time.

Our recruitment process encourages the internal and external nomination for roles and robust processes to enable the appointment of the right person for the role, regardless of gender, age or background. In FY2024, we conducted a review of our management structure. This resulted in the creation of a new Chief Operating Officer role, which was successfully filled by a senior female leader. Additionally, out of four Team Manager appointments, three were women.

BOARD AND SHAREHOLDER DIVERSITY

Our ownership is both broad and diverse. Senversa is 100% employee owned and as of 30 June 2024 had 104 individual employee shareholders. In 2024, a review of our shareholder base showed that:

- By total number of Senversa shareholders, 55% were women.
- By percentage of holdings, Senversa was 51% owned by either women, those who openly identify as LGBTQ+, or staff who have volunteered that they speak a first language at home other than English.
- In FY2024 our Board composition was 50% female.

GENDER EQUALITY

We have a long history of voluntarily reporting our wage gap and gender diversity data to WGEA. With new legislation in March 2023,² we now undertake mandatory annual reporting against six gender equality indicators (GEIs). Our data for the 2024 WGEA reporting period (1 April 2024 to 31 March 2024) is available online.³

Our ongoing efforts reflect our commitment to closing the gender pay gap and fostering equality at Senversa.

Based on our 2024 WGEA reporting, we:

- Conducted in-depth analysis using and exceeding the WGEA Gender Pay Gap Analysis Guide.
- Recognised our organisational gender pay gap and committed to addressing it.
- Identified the drivers of the gap, such as the proportion of women in senior vs. junior roles.

Table 2.1: Gender composition of Senversa’s overall workforce (GEI1) and board (GEI2), compared to our industry³



² Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023. This Bill made amendments to the Workplace Gender Equality Act 2012.

³ WGEA Data Explorer – Senversa Pty Ltd

2.2 HEALTH AND SAFETY

The physical and psychological wellbeing of our staff is a top priority. We are committed to looking at ways of enhancing our safety programs, raising health, safety and environmental (HSE) awareness, and fostering a psychologically safe workplace. Our goal is to create an environment where staff feel empowered to openly communicate feelings and experiences, ensuring everyone feels supported and valued.

SAFETY

Our in-house health, safety, environment, and quality (HSEQ) observation and incident reporting system, 'SQID', continues to provide a convenient and transparent way to report HSE observations (hazards), near misses and incidents, as well as other metrics including quality and supplier performance and client feedback.

We have seen a sustained high level of reporting since its inception two years ago, with an average of 57 reports per month during FY2024. We see this as a significant cornerstone to maintaining high awareness of the potential risks associated with our everyday work and a positive HSE culture.

Our FY2024 HSE statistics are listed below. While the overall number of reports increased, the total number of incidents decreased. We had no reportable incidents within the reporting period.

HSE Inspections	Observations	Near Misses	Environmental Incidents	First Aid Injuries	Lost Time/Medical Treatment Injuries
77	371	41	5	13	0



CREATING A POSITIVE WORKPLACE CULTURE

Creating a positive workplace culture is at the heart of Senversa's values and operations. We are dedicated to providing a safe, flexible, and respectful environment for all employees. With recent changes to workplace health and safety regulations to include psychological safety, fostering a positive culture is more critical than ever.

We promote mutual respect, open communication, and constructive feedback to build a supportive and inclusive culture. Building on **Respect at Work Policy** launched in May 2023, in April 2024, we also formalised our **Psychological Health and Wellbeing Policy**. Additionally, we're enhancing our SQID system to include a confidential reporting mechanism, to be launched in FY2025, offering another reporting option for our team.

2.3 STAFF WELLBEING

EMPLOYEE DEVELOPMENT AND GROWTH

Senversa takes pride in our long-standing practice of attracting and retaining leading experts in the environmental field. Our support for training, upskilling, and career development at all levels is an investment in our people – helping them reach their goals and providing meaningful careers. It also ensures that our team remains at the forefront of the industry.

During FY2024, we:

- Welcomed 10 new early career professionals into graduate positions.
- Celebrated the promotion of 31 team members.
- Began work on ‘LaunchPad’ – an intensive skills training program for early career professionals encompassing technical, health and safety and general consulting skills. The inaugural LaunchPad program is due to run in the first half of FY2025.
- Celebrated the successful appointment of three new Environmental Auditors in Victoria, and four new Certified Environmental Practitioners (CEnvP).
- Broadened our Digital services, with three new staff bringing a wealth of CAD and Building Information Modeling (BIM) experience to the team.

Beyond the day-to-day technical work, staff are encouraged to join committees they are passionate about – areas include risk, innovation, reconciliation, sustainability, not for profit, and diversity, equity and inclusion. More information on our committees can be found in Section 4.0 Governance.

STAFF ENGAGEMENT

As part of our commitment to employee engagement, Senversa conducts an annual staff survey to anonymously gather feedback on various workplace aspects. This includes role recognition, system suitability, training and development, engagement levels, and both psychosocial and physical safety.

Now in its eighth year, the survey offers valuable insights, helping management identify focus areas and track performance trends. This feedback is integral to our business planning, commitments to staff consultation, and ensuring staff priorities shape our short and long term objectives.

In 2024, 109 staff participated, and their input continues to drive our continuous improvement journey.

Table 2.2: Staff engagement survey results – 2024

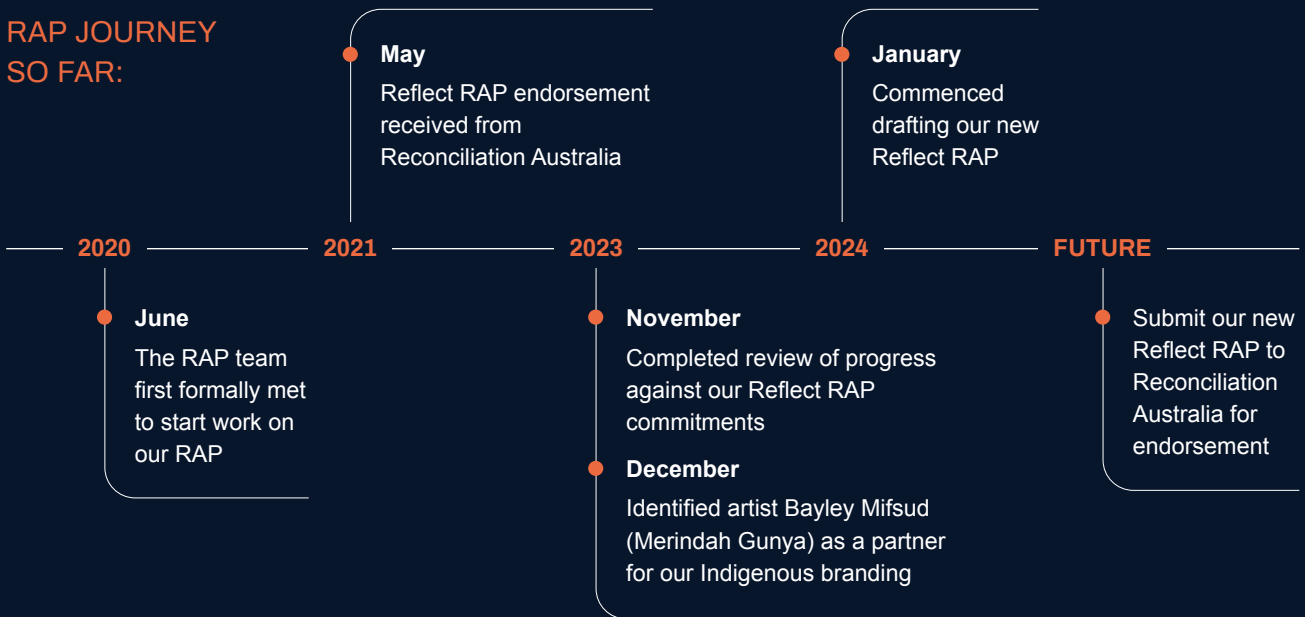
ITEM	2021	2022	2023	2024
I have had the opportunity at work to learn and grow	78%	88%	87%	85%
Senversa provides and promotes a physically safe work environment for me and my colleagues	93%	95%	95%	96%
Senversa provides and promotes a psychologically healthy and safe work environment for me and my colleagues	-	81%	83%	80%
Staff treat each other with trust, openness and respect	87%	83%	89%	89%
Employees at Senversa take initiative to help others when the need arises	83%	85%	88%	82%
Senversa demonstrates a visible commitment to diversity, equity and inclusion	75%	70%	91%	87%
Senversa being an industry leader in the areas of ESG is important to me	80%	90%	89%	80%

2.4 INDIGENOUS RECONCILIATION



Senversa celebrates and recognises the opportunity to explore and support the diversity of our people, our clients, our projects and communities. Our journey towards reconciliation is guided by our Reconciliation Action Plan (RAP), which serves as a framework for our actions and measuring progress. In 2021, we published our first 'Reflect' RAP, which included 13 commitments focused around the four key principles of Relationships, Respect, Opportunities and Governance. These commitments laid the foundation for our reconciliation journey.

RAP JOURNEY SO FAR:



During FY2024, our RAP Working Group reviewed our journey towards reconciliation. We're proud to say that from 2021 to 2024, we successfully completed all planned actions against the 13 commitments in our first Reflect RAP.

HIGHLIGHTS INCLUDE:

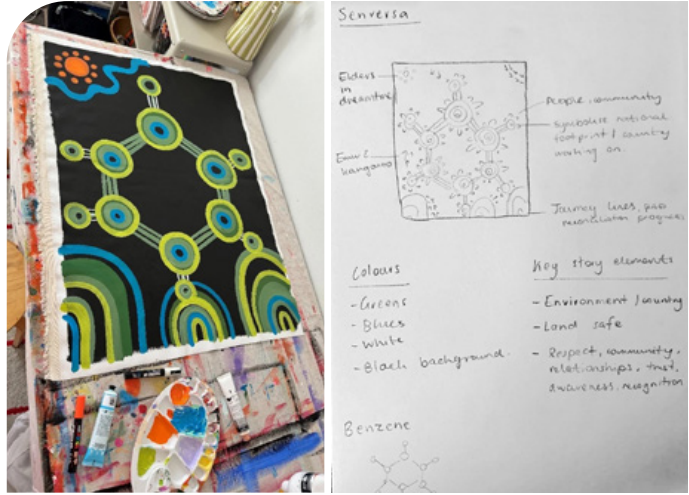
- Supplier diversity:** Researched best practice and principles to support partnership with Aboriginal and Torres Strait Islander stakeholders and organisations. We increased the number of Aboriginal and Torres Strait Islander businesses in our approved supplier pool, promoting them at staff meetings.
- Cultural celebrations:** Celebrated National Reconciliation Week and NAIDOC Week annually.
- Policy review:** Reviewed our human resources policies to incorporate best practices in race relations and antidiscrimination, identifying areas for improvement.
- Client collaboration:** Engaged with clients who have RAPs to discuss steps to complete RAP commitments.
- Educational initiatives:** Reviewed Senversa's learning needs and the history of Aboriginal and Torres Strait Islander peoples at our office locations.
- Project engagement:** Engaged Aboriginal professionals in two projects in the Northern Territory and Queensland, supporting their professional development. We continue to seek further opportunities to engage Aboriginal and Torres Strait Islander people and have completed a business case to increase their employment within Senversa.

SENVERSA'S INDIGENOUS ARTWORK AND BRANDING

During FY2024, Senversa made the decision to identify a partner to work with and create an Indigenous Brand that was unique to us and reflected our contributions to reconciliation.

This process to identify an appropriate artist that would not only create a piece of artwork, but also help educate us on the role this played, the storytelling it represents and our overall process for reconciliation was a core focus leading our discussions.

Senversa partnered with Bayley Mifsud (Merindah Gunya), a contemporary Aboriginal artist. When we saw Bayley's work and the unique way that she was able to listen and capture the essence of our company within her artwork, we immediately sought to understand her creative process and how it would align with Senversa.



ABOUT THE ARTWORK

This artwork represents Senversa's meaningful journey toward reconciliation with Australia's Indigenous peoples. It honours the deep connection to Country and a commitment to fostering a cleaner, more sustainable future for all.

The artwork blends Aboriginal storytelling with contemporary elements and powerfully demonstrates that reconciliation is a journey that can take many meaningful and inspiring forms. A star is shown to symbolise and pay respects to all Elders now in dreamtime.

Having the artwork placed at the entryway of our offices is important. This is seen as an open invitation creating a welcoming, safe and inclusive workspace for all of our team and particularly for Aboriginal or Torres Strait Islander people.

It is seen as an acknowledgement from the outset to the lands in which our offices are located and, as it represents our brand and values regarding people, collaboration, reconciliation, respect and inclusion, it is a great way for our office to 'feel' as people enter.

2.5 COMMUNITY

At Senversa, we give back to the communities in which we operate in three main ways:

- Senversa NFP Committee – supporting not-for-profit programs and organisations through cash donations or low and pro-bono work on nominated projects.
- Community service and volunteering leave – this includes two days of unpaid leave for staff to volunteer at a registered charity organisation of their choice.
- Corporate volunteering days – where we participate in volunteer activities, such as tree planting, with our clients and partners.

NOT FOR PROFIT COMMITTEE

Established in 2022, Senversa’s NFP Committee identifies, prioritises and contributes to not-for-profit programs, using funding provided by Board allocations. It regularly communicates the nature and outcomes of these initiatives to both the Board and staff. Our goal is to support charities and not-for-profit organisations that align with our company vision and values.

The NFP Committee reviews and approves the selection of NFP recipients according to five core principles:

- **Sustainability** – causes that prioritise sustainability initiatives and are consistent with our own policies, effectively reducing our collective carbon footprint and ultimately making our world a better place to live in.
- **Environmental impact** – causes that are about the betterment of our physical environment for future generations.
- **Engineering excellence** – causes that enable engineering excellence to be provided to disadvantaged communities.
- **STEM skills** – causes that educate and enable science, technology and engineering qualifications to be accessible to those from disadvantaged backgrounds.
- **Indigenous clients** – support and partner with our indigenous clients who require our specialised services and support to complete projects that provide positive impacts for their community.

OUR FY2024 IMPACT

.....

\$25,000
in donations made

.....

\$10,000
in pro bono work completed

.....

Support provided to five organisations

- Australian Museum
- Big Group Hug
- xPand Foundation
- Operation Crayweed
- Robogals

2024 NFP HIGHLIGHTS



< OPERATION CRAYWEED

Operation Crayweed is an initiative aimed at restoring underwater crayweed (*Phyllospora comosa*) forests along the Sydney coastline. In FY2024, Senversa provided a financial donation, and our Sydney team members attended two information sessions. Further contributions are ongoing into FY2025. Learn more about Operation Crayweed at www.operationcrayweed.com.

AUSTRALIAN MUSEUM – NORFOLK ISLAND LAND SNAILS >

The tiny rare *Nancibella quintalae* snail species is currently listed as extinct and was last collected in 1889. Recently, the species has been found alive on Norfolk Island. Australian Museum, in conjunction with Toorong Zoo, continue to research the Norfolk Island Land Snails. Senversa is partnering with this initiative through a collaboration agreement and has provided financial support in FY2024. We have committed to ongoing support for the project, which will depend on the research project progress alongside Senversa fieldwork on Norfolk Island, and evolving project needs, up to \$5,000. Learn more about the Norfolk Island Land Snails on the Australian Museum blog.



ROBOGALS

Robogals is a global, student-run organisation started in 2008 to inspire, engage and empower young women into engineering and related fields. Senversa provided financial support to the Robogals Melbourne chapter and hosted the Robogals team for lunch and learn session in our Melbourne office to share their mission with our staff.

BIG GROUP HUG

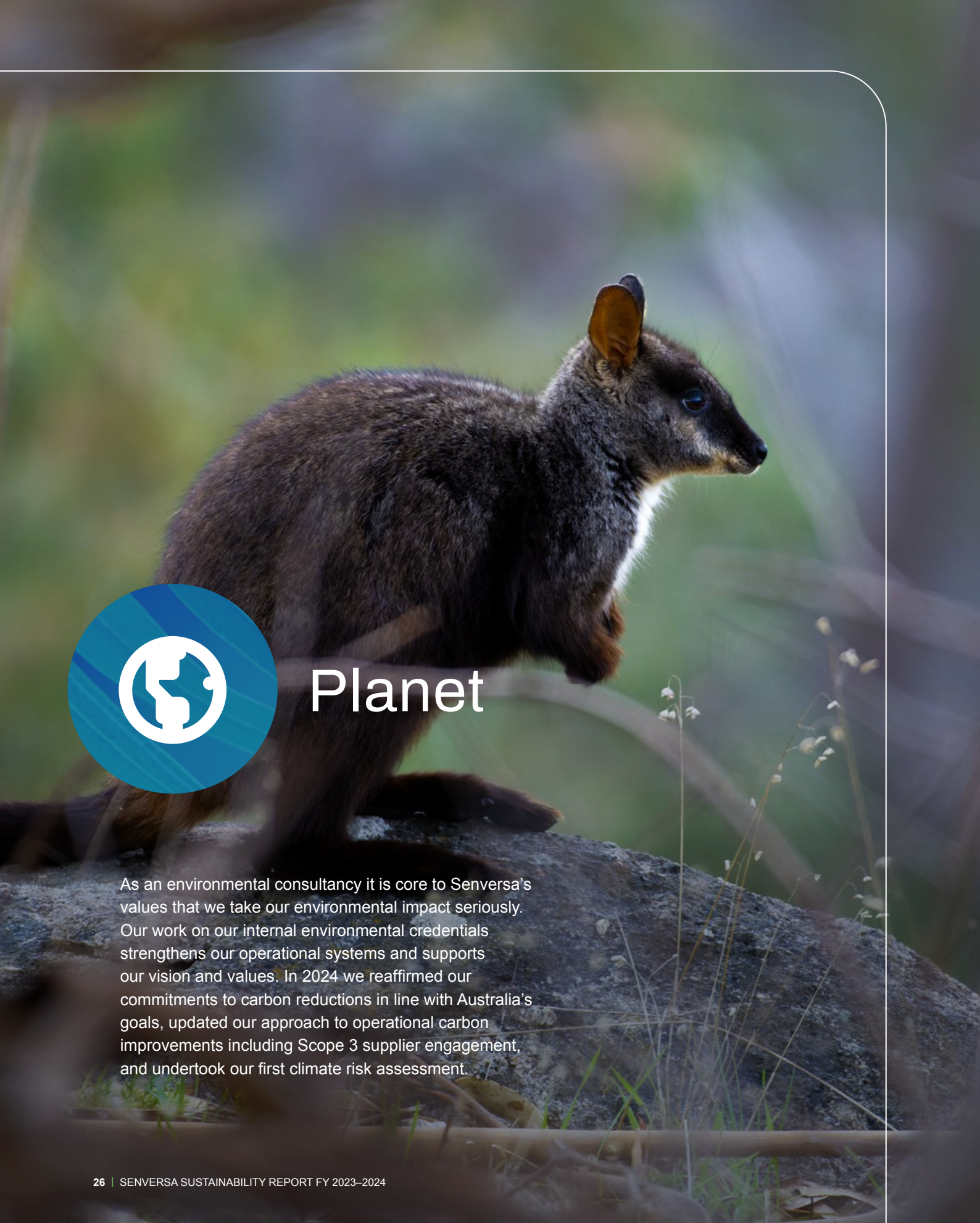
Big Group Hug are a Melbourne-based charity serving local communities to tackle child poverty, helping vulnerable children who are living in crisis by distributing essential items. Senversa has provided financial and pro bono support since 2023. Recently, we have worked with Big Group Hug to enhance their data management system with a “Circularity” dashboard, used for tracking donated goods and their subsequent use. The dashboard tracks the proportion of goods that are reused, recycled and disposed of. These efforts have been beneficial and well received by BGH.

CORPORATE VOLUNTEERING

Senversa employees engage in volunteer activities with our clients and partners as part of our corporate social responsibility. For example, we are proud to be a long-standing partner with Melbourne Airport and to have had the opportunity to participate in its annual World Environment Day planting event.

This year we got our hands dirty by planting native grass to help restore land on the airport estate.





Planet

As an environmental consultancy it is core to Senversa’s values that we take our environmental impact seriously. Our work on our internal environmental credentials strengthens our operational systems and supports our vision and values. In 2024 we reaffirmed our commitments to carbon reductions in line with Australia’s goals, updated our approach to operational carbon improvements including Scope 3 supplier engagement, and undertook our first climate risk assessment.

3.1 CARBON NEUTRAL COMMITMENTS

Senversa is proudly Climate Active certified as a Carbon Neutral Organisation and Service since 2021. This certification means we measure our scope 1, 2, and 3 emissions, work towards driving down emissions as far as possible, and offset any remaining emissions using high quality Australian Carbon Credit Units (ACCUs). As part of our Climate Active certification, Senversa has committed to reduce its emissions by 30% compared to our base year (CY2021) by 2030. For three years, our Climate Active certification has showcased our leadership in tackling climate change and fostering a low carbon economy. It also assists our clients in achieving their own emissions reductions goals with our carbon neutral services.

We understand there are broader opportunities to make a difference by embracing nature-based solutions that support both climate and ecological goals. Additionally, we're excited about our involvement in the Mt Rose carbon and biodiversity project, which will play a crucial role in our future emissions reductions.

MT ROSE CARBON AND BIODIVERSITY PROJECT

Senversa is a foundational backer of the Mt Rose project, a reforestation and carbon initiative operated by LRX Group, focused on reviving native vegetation and biodiversity just outside of Avenel, Victoria. Mt Rose is also home to Barbaloot, a conservation reserve dedicated to the recovery of the critically endangered southern Brush-tailed Rock-wallaby. The environmental planting project will create native habitat restoration for these critically endangered species to flourish, with a wider goal of delisting these species.

Since we began supporting tree planting, a vibrant array of native flora, fauna and fungi have flourished, transforming the land and the biodiversity to reflect what it would have looked like hundreds of years ago. As of FY2024 we are proud to share that:

- Approximately 162,500 native trees have now been planted at the site, including a variety of Acacia and Eucalyptus species.
- More than 26 southern Brush-tailed Rock-wallabies has been translocated to Mt Rose.

From 2023 to 2024, the region experienced higher-than-average rainfall, significantly benefiting seedling establishment in the area. Such favourable weather conditions, along with effective site preparation, improve plant survivability rates, which has been supported by initial assessments.

Significant progress in species recovery and stability has been realised following the increase in the population of southern Brush-tailed Rock-wallabies on the property. One of the first scientific studies on the Southern Evolutionary Significant Unit (ESU) species since 1970 is underway on site, looking at its socio-spatial behaviour.

This will provide valuable insights into habitat use and conservation management strategies.

Biodiversity loss and ecosystem collapse were included as one of the top three global risks humanity will face over the coming decade in the World Economic Forum's Global Risks Report 2024. Senversa is proud to support this project and contribute to the restoration of ecosystems for future generations.



ONGOING ENERGY AND EMISSIONS REDUCTION INITIATIVES

We have identified a range of emissions reduction initiatives to continue to reduce emissions so far as possible. The table below indicates progress against initiatives that were set out in our previous Sustainability Report as well as some new initiatives. Many of these are longer term initiatives that have not yet been completed and are considered ongoing.

Specifically, in FY2024 we implemented several changes to assist in our future emissions reductions including:

Sustainable Procurement Policy: We integrated sustainability into our procurement policy to consider social and environmental impacts in our purchasing decisions. We also reviewed our suppliers to include more local, Indigenous-owned, and carbon-neutral businesses, increasing the number of Aboriginal and Torres Strait Islander businesses in our supplier pool.

Engagement with Hire Car Companies: In FY2024 we began discussing with hire car companies we use to promote greener fleets. By encouraging battery-powered vehicles, we aim to increase sustainable transportation among our staff.

Computer Monitor Stickers: To reduce energy consumption, stickers have been placed on monitors in the Melbourne and Sydney offices. These stickers remind staff to switch off their monitors at the end of each day. This measure helps conserve energy and promotes sustainable behaviours that can be applied both at home and in the office.

Waste and Recycling: We now offer more recycling options, including food organics and soft plastics. During our Melbourne office refurbishment, we partnered with Green Collect, who sorted, cleaned, and repaired 56 furniture items, keeping them out of landfill and providing jobs for those facing employment barriers.

While these initiatives mark significant progress, there is still more work to be done. We remain committed to exploring and implementing additional measures to achieve our energy reduction goals and contribute to a more sustainable future.

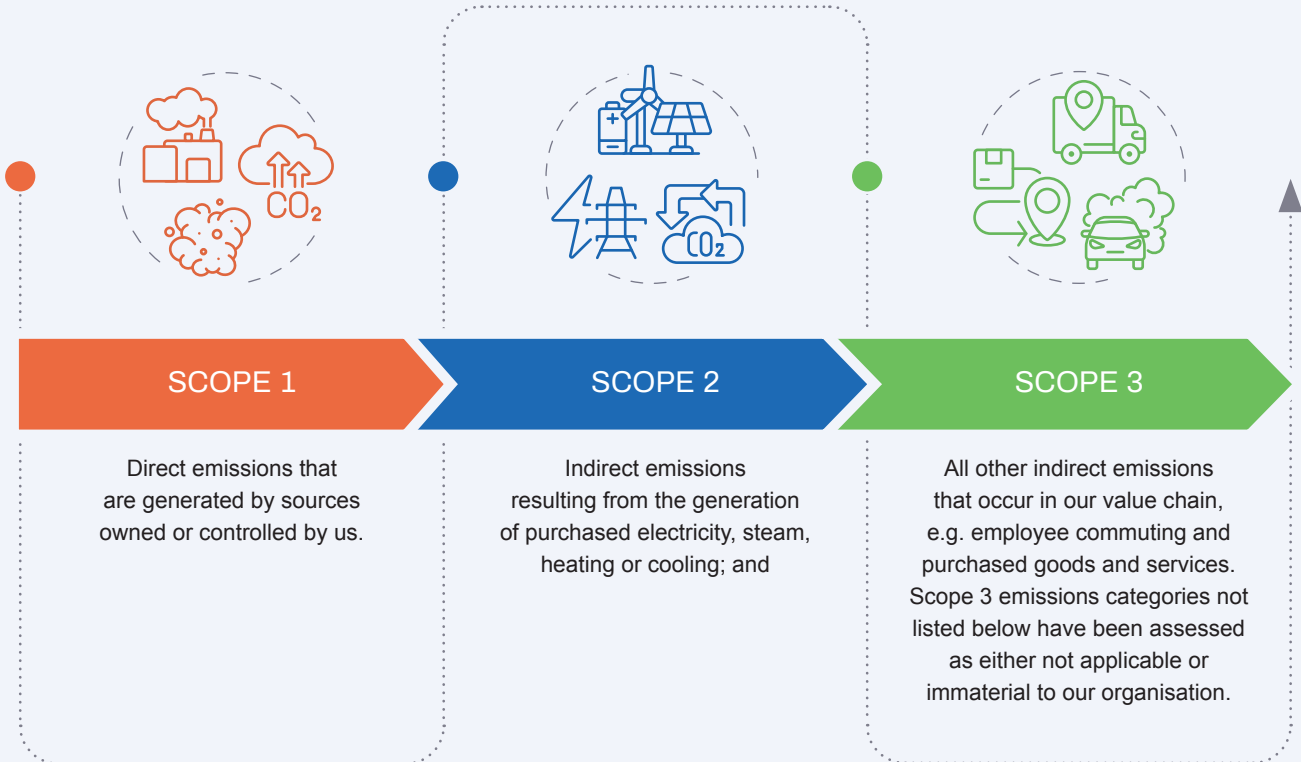
EMISSIONS REDUCTION INITIATIVES

ACTION	STATUS
Reduce emissions by 30% (compared to CY2021)	→
Procuring 100% of electricity from renewable sources or Climate Active certified suppliers where we have control over purchasing	→
Prioritise electric or hybrid vehicles, where available and fit for purpose, when updating Senversa's vehicle fleet	→
Engage with landlords of Senversa offices regarding GreenPower, NABERs or GreenStar ratings, electrifying gas fired plant, City Switch 'Expand the Band' initiative, and reducing default temperature settings for hot water taps	→
Conduct an education initiative to encourage staff to switch off all monitors at the end of each day	✓
Develop and implement a Sustainable Procurement Policy by the end of 2024	✓
Engage with suppliers regarding lower carbon products and services and modern slavery reporting	→
Reduce business flights wherever possible	→
Add a travel review step in project proposal review process	→
Engage with third party vehicle hire suppliers regarding their plans for greening their fleet by the end of FY25	✓
Encourage Senversa staff to use low carbon commuting options, and selecting hybrid or electric vehicles when using hire vehicles for work	→
Encourage Senversa staff to electrify appliances, uptake GreenPower or install solar panels, and to save energy by switching off laptops, monitors and lights after work, and by implementing the City Switch 'Expand the Band' initiative at home	→
Raise awareness on appropriate waste separation in the office	✓
Conduct a materiality assessment of our climate-related risks and opportunities for FY2024	✓

✓ COMPLETED → ONGOING

3.2 OUR GREENHOUSE GAS EMISSIONS

Senversa quantifies and reports its greenhouse gas emissions under the Australian Climate Active framework. Currently this is done for calendar years, and so the emissions presented here are for calendar year (CY) 2023. These emissions are detailed below, and include:



Since our base year (CY2021) we have observed slight reductions in purchased goods and services emissions and waste generated in operations. In 2022 we significantly improved our data collection and were still experiencing the effects of COVID regulation, and in 2023 we experienced significant growth, opening a new office in Brisbane.

As a result of these events and our growth, our total emissions have fluctuated and, in CY2023, slightly increased against our baseline year. The emissions intensity of our work has, however, reduced since our baseline year. Our CY2023 Climate Active submission included an emissions intensity per functional unit (hours worked) measure of 0.0060 tCO₂-e/hr worked, slightly lower than the 0.0067 tCO₂-e/hr worked noted in our base year of CY2021.⁴

Overall this means that the emissions intensity of our work has reduced by approximately 10%.

We note, therefore, that we still have significant work to do in order to meet our net zero 2030 target. To address this gap, we are focusing our reduction efforts on purchased goods and services, fleet dynamics, and business travel. We will be working with our suppliers to encourage emission reductions and also gathering a greater volume of supplier-specific data to further enhance the accuracy of our carbon accounting. We are also developing a Senversa-specific Climate Transition Action Plan to assist with our transition to a low carbon future.

⁴ Noting that this value is from our base year (CY2021) recalculation. After we improved data collection in CY2022, we recalculated our base year emissions for consistency.

SENVERSA'S EMISSIONS UNDER CLIMATE ACTIVE CERTIFICATION

SCOPE	SOURCE	2021 tCO ₂ -e	2022 tCO ₂ -e	2023 tCO ₂ -e ¹
Scope 1	Transport fuels	23.15	20.98 ²	33.73
	Stationary fuels	-	-	-
Scope 2 ³	Electricity – Location-based	50.16	47.07	66.83
	Electricity – Market-based	17.37	15.74	13.90
Scope 3 ⁴	Category 1 Purchased Goods and Services	1260.14	1103.46	1150.61
	Category 2 Capital goods	55.01	17.28	28.45
	Category 3 Fuel and energy related activities	7.99	12.11	16.48
	Category 5 Waste generated in operations	5.66	5.29	4.36
	Category 6 Business travel	141.72	238.62	303.66
	Category 7 Employee commuting	106.32	38.52	55.83
TOTAL⁵		1667.52	1499.07	1673.86

Supporting disclosures:

¹ Reporting period: Note the reporting period for our emissions performance is calendar year. This differs from the reporting period set for this sustainability report. We have retained calendar year as this is consistent with our reporting period for our Climate Active submissions. Senversa is currently engaging with Climate Active regarding the proposed changes to mandatory sustainability reporting that require Senversa to report on financial year (not calendar year) in line with the company's financial reporting. In FY25 we are aiming to transition all reporting of emissions to financial year timeframes, with an extra six months bridging emissions included in our next report.

² Noted error in CY2022 reporting where diesel oil was over reported by an order of magnitude. The value presented in this table is the corrected value, which is different to the one presented in our CY2022 Climate Active PDS.

³ Senversa reports to Climate Active using the market-based method. Total emissions include scope 2 (market-based). Senversa has purchased Greenpower for our Melbourne and Sydney offices in the 2022-24 reporting years. Senversa's other offices are invoiced via the landlord for our share of building energy based on occupied area thus we are unable to procure green energy for our tenancy. We have engaged with our landlords to encourage the adoption of green energy in the future if possible.

⁴ Scope 3 emissions are based on total spend in the calendar year by spend category. Senversa has not reported any emissions for Categories 4, 8-15 of the GHG protocol Scope 3 categories. Material emissions were assessed as part of the Climate Active certification process by applying the relevance test.

⁵ Senversa has used the Climate Active Carbon Neutral Standard for Organisations; Climate Active Carbon Neutral Standard for Products and Services. Our full product disclosure statements can be found here for Organisations and Service: <https://www.climateactive.org.au/buy-climate-active/certified-members/senversa>. Emission factors are provided by Climate Active, except for select bespoke emission factors. Laboratories and Drillers represent a significant Scope 3 emission source for Senversa, thus Senversa developed a custom emission factor for both laboratories and drillers based on the published emissions per dollar of revenue (2023 calendar reporting year) for a major laboratory and driller to apply to our spend.

3.3 CLIMATE RISK AND OPPORTUNITY ASSESSMENT

Senversa supports Australia's move to incorporate mandatory climate reporting under the Australian Treasury Laws Amendment (Financial Market Infrastructure and Other Measures) Bill 2024 and the Australian Accounting Standards Board (AASB) S2 standard which mandates climate-related financial disclosures.

Under the new legislation Senversa is not required to make mandatory disclosures until financial year starting 1 July 2027.

However, to align with the upcoming mandatory climate-related financial disclosures and to showcase best practices to our clients and stakeholders, we undertook a Climate Risk and Transition Opportunity Assessment for FY2024.⁵ This proactive assessment not only prepares us for future regulatory requirements but also reinforces our commitment to sustainability and environmental stewardship.



OUR APPROACH TO CLIMATE RISK

As per Australian Accounting Standards Board (AASB) requirements, long term climate impacts (by 2100) were assessed under two Representative Concentration Pathway (RCP) scenarios:

- RCP4.5, representing a 1.5°C scenario; and
- RCP8.5, representing a scenario well exceeding 2.0 °C.

Our approach involved three key steps:

- Review of the climate risk context in the regions where Senversa usually operates.
- Creation of a Climate Change Risk Register (CCRR) to identify and assess risks.
- A climate risk workshop with internal stakeholders from across our business operations to finalise the CCRR, identify adaptation options, and opportunities under the transition.

Qualitative risk ratings were determined using existing Senversa risk matrices and were based on input from internal stakeholders during the workshop.

⁵ Senversa completed its Climate Risk and Opportunities Assessment in October and November 2024 (FY25), using calendar year 2024 as the reference year, hence including it in this report.

CLIMATE RISKS

The climate risk assessment identified 13 physical risks and 10 transition risks. Climate risk ratings are predicted to increase by 2100 under both the RCP4.5 and RCP8.5 emission scenarios (but more so under the RCP8.5 scenario).

The physical and transition risks considered to present 'Potentially Unacceptable' or 'Unacceptable' risks to Senversa are summarised below. Risks were typically associated with threats to the health and safety of our staff and subcontractors, as well as spreading of contaminated material and delays to work.

These risks warrant further investigation to confirm that existing controls and management actions are adequate. Where necessary, mitigating controls will be implemented. The CCRR will be subject to our normal review procedure (i.e. annually or if there is a material change in Senversa's activities).



CURRENT AND SHORT-TERM RISKS (FY2024)



Extreme weather:
high temperatures



Bushfires



Fossil fuel
vehicle fleet

LONG TERM RISKS (2100)

RCP4.5



Extreme weather:
high temperatures



Extreme weather:
rainfall



Bushfires



Fossil fuel
vehicle fleet

RCP8.5



Extreme weather:
high temperatures



Extreme weather:
rainfall



Extreme weather:
storms



Bushfires



Fossil fuel
vehicle fleet

TRANSITION OPPORTUNITIES

The climate risk assessment also uncovered opportunities for Senversa to enhance its resilience, adapt to changing climate conditions, and leverage our expertise to support clients:

- **Engineering services:** landfill design, risk assessment and aftercare management
- **Climate and carbon advisory services:** climate risk assessments, greenhouse gas assessments, strategy and climate governance advisory.

Senversa's environmental practices place us in a prime position to deliver low carbon services, while our procurement policies, such as adopting lower carbon vehicles, and strong IT capabilities, enabling remote work and reduced air travel, further support our sustainability goals.



3.4 FUTURE ENVIRONMENTAL COMMITMENTS

CLIMATE TRANSITION ACTION PLAN

Senversa is currently in the planning phase for implementing our Climate Transition Action Plan (CTAP) in FY2025. The CTAP aims to achieve net zero emissions by 2030 through comprehensive greenhouse gas emissions assessment, science-based target setting, and strategic decarbonisation measures. Our plan will consider our emissions footprint and identify ways to transition to renewable energy, improve energy efficiency, and engage stakeholders. This aims to include improved governance and accountability mechanisms, monitoring, reporting, and adjusting our strategies to ensure alignment with the latest climate science and regulatory requirements.

CONSIDERATION OF OUR STANDARDS ALIGNMENT

Senversa is proud of the progress we have achieved under our Climate Active certification. However, we also recognise the need for scientifically aligned targets that focus on strategic emissions reductions aligned with business opportunities. In FY2025 we will review our standard alignments to ensure that our transition plans are aligned with scientifically agreed needs, focusing on actual emissions reductions while still allowing for some use of offsets. By reviewing our certifications, we aim to create robust and credible transition plans that contribute meaningfully toward national and global climate goals.



3.5 ENVIRONMENTAL MANAGEMENT

EMS ISO14001 ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION

In July 2024, Senversa successfully completed a surveillance audit of our integrated management system (IMS), after achieving recertification of our IMS in June 2023 in compliance with the requirements of ISO 14001:2015. Senversa first achieved ISO 14001:2015 certification in July 2020. This standard certifies our proactive efforts to reduce environmental impact, set, track and achieve objectives, and comply with legislative obligations. Certification also ensures continuous improvement and demonstrates our commitment to environmental protection to our stakeholders.

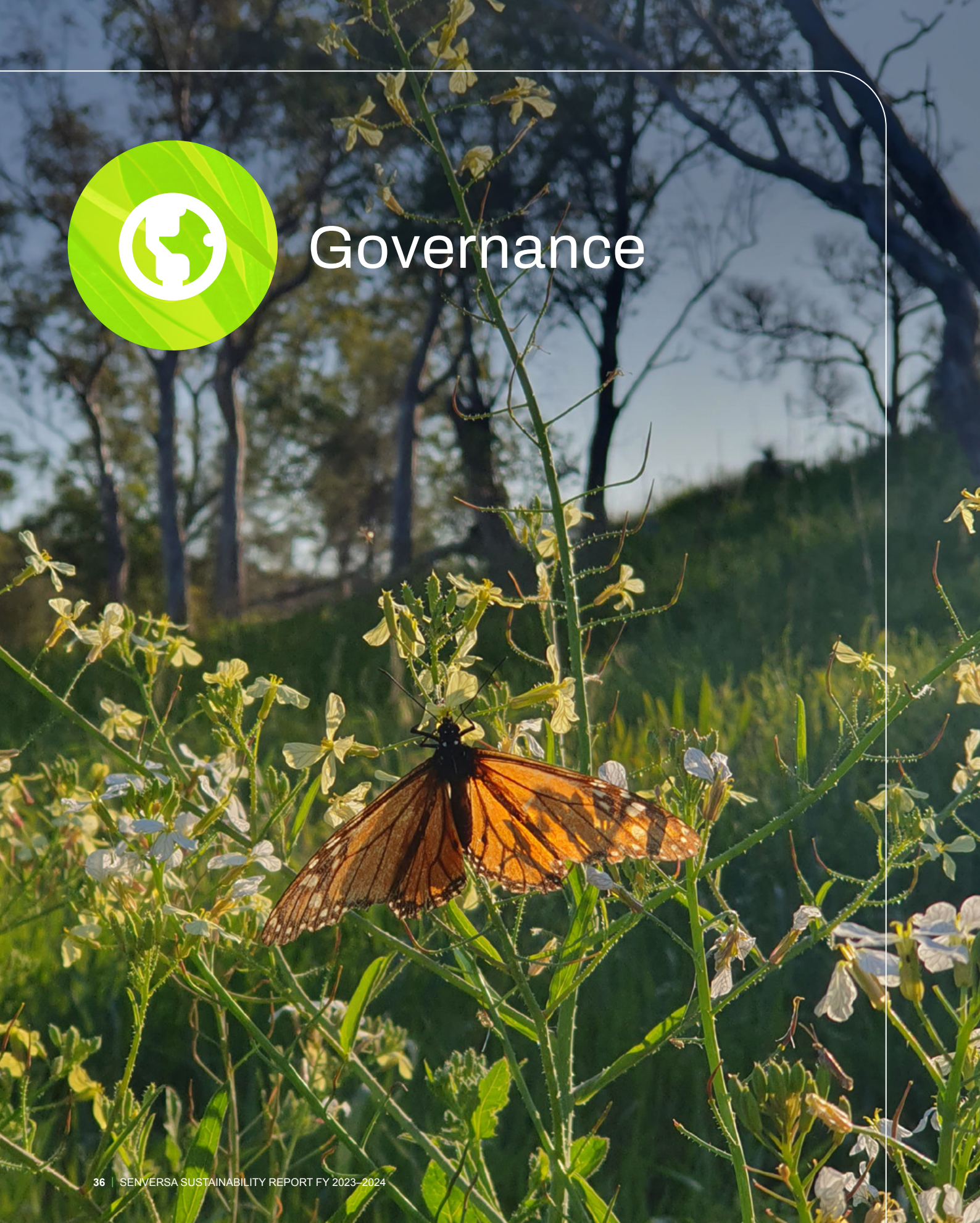


Senversa
is proudly
**Climate Active
certified**
as a Carbon Neutral
Organisation and Service
since 2021





Governance



4.1 OWNERSHIP AND STRUCTURE

Senversa is distinguished as an employee-owned firm. Our Shareholder policy differentiates us from other firms of similar size in the market. The objective of the share transfer process is to ensure that the firm remains an employee-owned entity indefinitely, with ownership being progressively transferred to the next generation of employee owners. Specifically, the aim is to retain ownership exclusively within the company's employees.

The intention is that ownership will be broadly spread across our staff. Staff may achieve the maximum levels of ownership through contribution to the success of the firm and longevity of employment. Continued eligibility for ownership is based on maintaining a reasonable contribution to the success of the firm. Eligibility to own shares in Senversa is assessed annually by our Board appointed Shareholder Eligibility Committee, according to our Shareholder Eligibility Policy.

4.2 BOARD AND CORPORATE GOVERNANCE

Senversa's Board is committed to fulfilling its duties honestly, fairly, and diligently, adhering to the company's Constitution, Shareholder Agreement, Purpose of the Firm document, and legal requirements, for the benefit of employees, clients, and the community.

Senversa's Board is tasked with providing leadership and setting the strategic direction of the company by defining its purpose and periodically reviewing its strategic plan. The Board is accountable to shareholders for maintaining high standards of corporate governance and overseeing management's execution of the company's strategic objectives, values, and performance targets, as well as managing industry-related risks and opportunities.

Senversa's Board consists of six members with extensive experience and expertise. One member is a non-executive director, offering independent guidance to the Board. At the end of FY2024, the Board consisted of six members, including a gender balance of 50% male and 50% female, and with three of our four work groups represented⁶, demonstrating our commitment to ensuring a diverse and inclusive Board. Board members are appointed for three year terms and convene quarterly to review and approve the company's strategies, budgets, and financial reports.

Senversa's Board members for the reporting period, including their tenure on the Board and role at Senversa were:



Jeremy Hogben

Chair of the Board, third term, Senior Principal, Auditor



Jason Clay

Board member, third term, Senior Principal, Auditor



Melissa Porter

Board member, first term, Senior Principal, Auditor



Alice Skipper

Board member, first term, Principal, Environmental Consultant



Nigel Ruxton

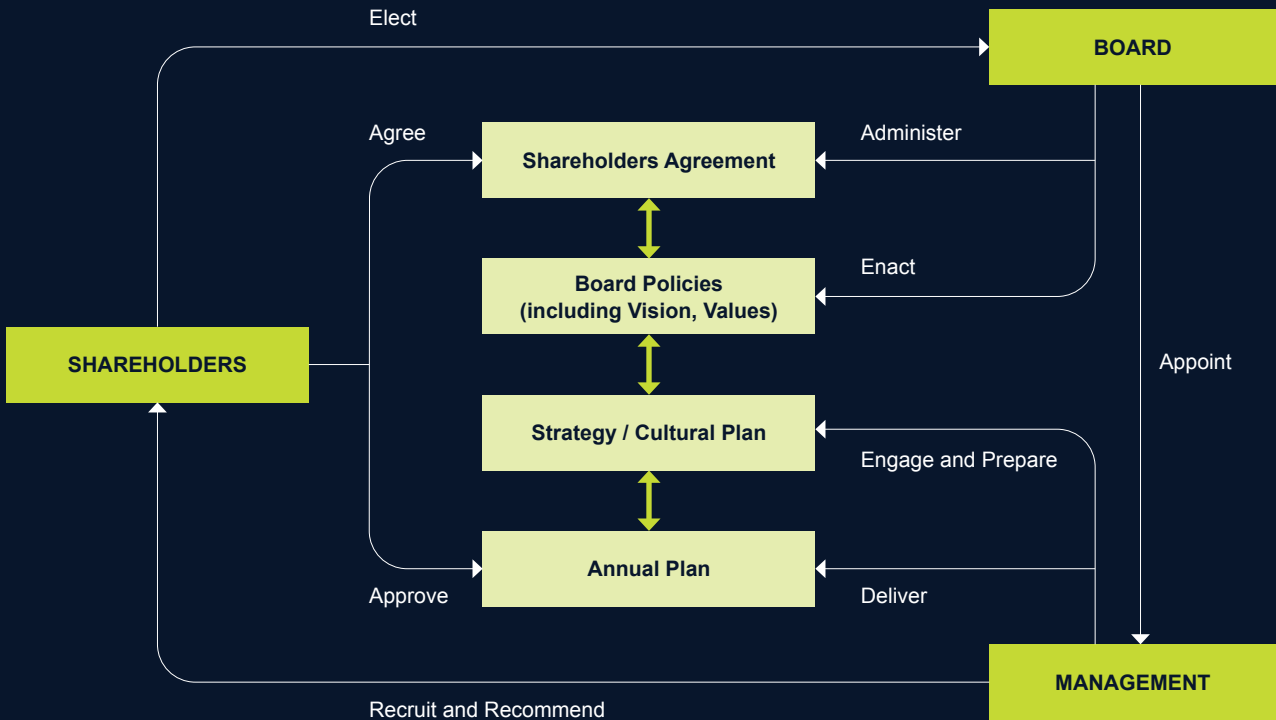
Board member, first term, Senior Principal, Environmental Consultant



Leslie Butterfield

Non-Executive Director, four years, Board and Executive Consultant

⁶ In FY2024, the Board included members from our Contaminated Land, Engineering and Environmental Management and Approvals work groups.



Senversa’s Board Charter outlines the Board’s role and responsibilities. To fulfill its duties, the Board has adopted standards, policies, and established various Board and Management committees. The Risk, Sustainability, Safety, DEI, RAP, and Social Committees report regularly to Management, and the Shareholder Eligibility and NFP Committees report regularly to the Board.

Senversa has a strong culture of collaboration, transparency and support between board, management, shareholders and employees. The Board delegates executive management to the CEO, who sets the strategic direction for the business. The strategy is enacted through an annual plan that is presented by management for shareholder approval. In turn the plan is implemented by Senversa’s Senior Management team and leadership group.

The Senior leadership team consists of the CEO, COO, General Counsel, the Heads of People and Culture, Finance, HSEQ, Technology and Innovation and three Operational Workgroup Leaders. Between them, they are accountable for all aspects of operations, including maintaining a positive culture, health, safety and wellbeing, inclusion and diversity, growth and performance, financial management and reporting, quality, risk management and regulatory compliance.

In FY2024 the Senior Management Team had nine members, including four women.

4.3 GOVERNANCE FRAMEWORK

Senversa has established an Integrated Management Systems (IMS) Manual to help employees understand their responsibilities under our integrated Health, Safety, Environment, and Quality Management System.

The IMS Manual details Senversa's expectations with respect to behavioural aspects of the working environment including roles and responsibilities and leadership.

The IMS Manual was developed in line with the general requirements of the following International and Australian Standards:

- ISO 9001:2015, Quality Management Systems – Requirements

- ISO 14001:2015, Environmental Management Systems

- ISO 31000:2009, Risk Management – Principles and Guidelines

- ISO 45001:2018, Occupational Health and Safety Management Systems

The IMS Manual describes core elements of our IMS and provides reference to related internal policies, procedures, worksheets, forms and other documentation which form part of our IMS.

As part of our ongoing commitment to quality, Senversa has achieved accreditation from the LRQA for ISO 9001:2015, ISO 45001:2018, ISO 14001:2015 (Certificate No 10532434). This accreditation applies to our Melbourne, Adelaide, Perth and Sydney operations.



Senversa’s corporate governance structure and framework are represented in the matrix below, which shows snapshot of our policies and committees relevant to ESG:

BOARD				
CEO, COO & Senior Management				
POLICIES	Environmental Aspects Management Policy	Health & Safety Policy	Integrated Management System Manual	Malware Infections – Security Playbook
	Environment, Sustainability & Climate Change Policy	Fatigue Policy	Acceptable ICT Use Policy	Identity Theft – Security Playbook
	E-Waste Policy	Respect at Work Policy	Generative AI Usage Policy	Data Breach – Security Playbook
		Employee Assistance Program (EAP)	Shareholder Eligibility Policy	Denial of Service – Security Playbook
		Diversity & Inclusion Policy	Board Policy – Purpose of the Firm	Phishing – Security Playbook
		Psychological Health & Wellbeing Policy	Risk Management Policy	Supplier/Vendor Compromise – Security Playbook
		Working Hours & Leave Policy	Delegations of Authority	
COMMITTEES	Sustainability Committee	Diversity & Inclusion Committee	Risk Committee	Not-For-Profit Committee
		Safety Committee	Shareholder Eligibility Committee	
		RAP Committee		
		STEP Committee (Training Early Career Professionals)		
		Regional Social Committees		
	ENVIRONMENTAL	SOCIAL	GOVERNANCE	

4.4 DIGITAL GOVERNANCE AND TRANSFORMATION

CYBER SECURITY

To counter cybersecurity threats, Senversa adheres to ISO 27001:2022 standards and employs security playbooks for prevention and response to cybersecurity attacks. All staff receive annual cybersecurity training and participate in mock phishing tests. Additionally, Senversa routinely engages external experts to evaluate and enhance our systems' security.

ARTIFICIAL INTELLIGENCE

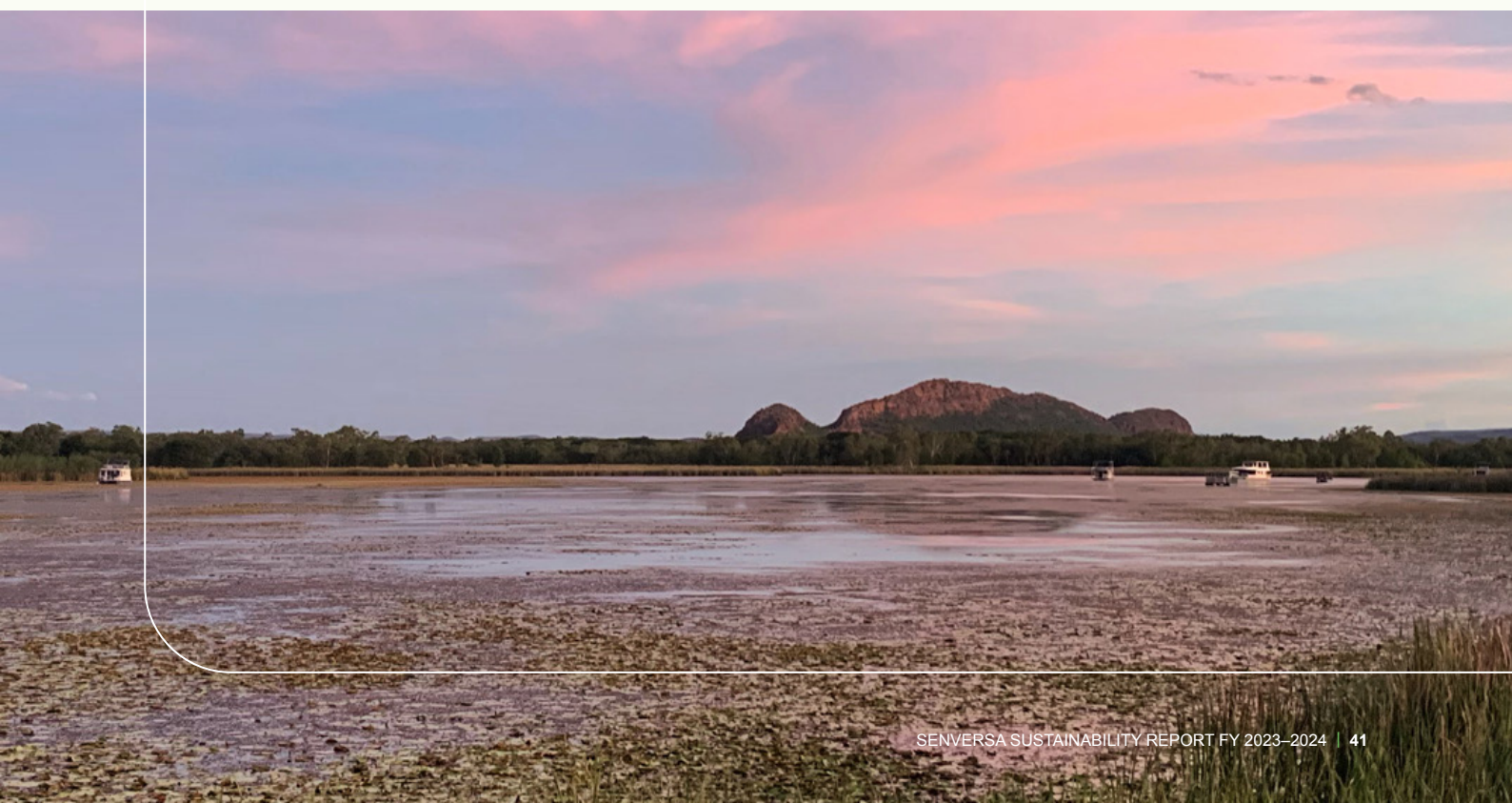
Artificial Intelligence (AI) is rapidly transforming the landscape of modern business. It helps us drive innovation and enhance operational efficiency, from automating routine tasks to enabling advanced data analysis and decision making. Senversa has recently made notable advancements in artificial intelligence by crafting and implementing a robust AI strategy to enhance data analysis, streamline decision making, and foster innovation across various projects.

The use of AI tools can also pose significant security, commercial, quality, and ethical risks. To ensure safe and appropriate usage of AI, and maintain the integrity of our work, in FY2024 Senversa introduced a **Generative AI Usage Policy**.

Our Generative AI Usage Policy sets out the principles and guidelines we will adhere to when using generative AI in our work. With the aid of AI strategy, Senversa aims to ensure AI applications are transparent, fair, and in line with the company's dedication to sustainability and social responsibility. Through these efforts, Senversa is positioning itself as a leader in AI-driven solutions, ready to address the evolving needs of its clients and the industry.

SYSTEM IMPROVEMENTS

Senversa is undertaking significant core systems changes to enhance our project information management and data handling capabilities. A key component of this initiative is an upgrade to SharePoint, enabling efficient and collaborative management of project information. Additionally, we are piloting the implementation of Datanest, a streamlined system designed to consolidate the management of field-collected data and its integration into reporting processes. This dual approach aims to reduce the number of disparate systems we currently use, thereby improving data accuracy, accessibility, and overall workflow efficiency. These updates aid Senversa in the effort of leveraging technology to support our teams and deliver superior outcomes for our clients.





Looking ahead





As we move forward, Senversa remains committed to advancing our sustainability initiatives and addressing the challenges posed by social, economic, and environmental change.

The dedication of our highly qualified team members across diverse disciplines will continue to be the foundation of our success. Together, we remain committed to our vision, our values and culture. Our values guide our ongoing efforts to minimise our carbon profile and environmental lifecycle impacts from our operations.

Our role as sustainability, engineering and environmental consultants is to support the transition and development of our economy to a sustainable footing, and support our clients as they navigate the changes needed. We are proud to showcase our work and initiatives in the environment, social, and governance of our company, but realise there is a long way to go to realise true economic, environmental, and social sustainability. To support this ambition, we will continue enhancing our internal processes. This includes developing our Climate Transition Action Plan to meet our net zero emissions target, strengthening our business operations, and positioning ourselves to support Australia's transition to a sustainable future.

The tailwinds of broad-based acceptance of the need for sustainability strategies and practices are also buffeted by the ongoing headwinds of national and global economic and geopolitical uncertainty. We are confident though, that by providing high-quality, trusted work for our clients, supporting our employees to excel, and leading with environmental integrity, we are in the best possible position to drive our company forward.

Our dedication to sustainability and environmental stewardship will guide our actions as we strive to create a positive impact for our clients and employees, the communities in which we work, and the planet we share.



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